

you to let your shoulders be used by those who still search for success, who wonder if the dream is still there for them. Because you see, the struggle is not yet over. We're not where we have got to be. We're not where we want to be. We have a great America. We can make it a greater America.

There are those who say, "Well, you know, we can stop now. America is a color blind society." But it isn't yet. There are those who say, "We have a level playing field." But we don't yet. There are those who say that, "All you need is to climb up on your own boot straps." But there are too many Americans who don't have boots, much less boot straps.

A few—a few Horatio Alger stories, not enough to give hope to our fellow citizens who still live in the despair of racism, who are trapped in tightening circles of poverty and poor education, who wonder if compassion and caring are still the pillars of the American dream. There are those who rail against Affirmative Action. They rail against Affirmative Action preferences, while they have lived an entire life of preference. There are those who do not understand that the progress we have achieved over the past generation must be continued if we wish to bless future generations.

And so, Colin Powell believes in Affirmative Action.

I believe it has been good for America, and I know that we can design Affirmative Action Programs that will satisfy the Constitutional requirements, because what we want is Affirmative Action that provides access for all Americans to the opportunities that rightfully belong to all Americans.

In my travels around the country since retirement, I have visited with many corporate leaders, and I have been pleased to see how committed American industry is to Affirmative Action. They understand that we cannot waste any human potential. They understand that in the future that is ahead they must have diverse work forces. They must be prepared to operate in a world trading environment that is increasingly minority, as we would call it, becoming a majority.

I'm very, very proud of what I've seen in American corporate life. In one case, one company leader said to me, "We don't care what the government does with respect to Affirmative Action. We believe in it. We believe it's the right thing to do. We are going to continue to move forward."

Affirmative Action finds and prepares qualified people for entry into the education system and into the work force. We must resist misguided government efforts that seek to shut it all down, efforts such as the California Civil Rights Initiative which poses as an Equal Opportunity Initiative, but which puts at risk every outreach program. It sets back the gains made by women, and puts the brakes on expanding opportunities for people who are in need.

I don't speak about Affirmative Action from an academic sense. I speak from experience. In the military, we worked hard to include all Americans. We used Affirmative Action to reach out to those who were qualified, but who were often overlooked or ignored as a result of indifference or inertia. We used Affirmative Action in the military to create the level playing field and to create the color blind environment that so many people speak of.

We didn't wait for it to happen. We made it happen in the military. We created an environment where advancement came from performance and a striving for excellence and not from color or gender. But first we had to open the gates to let people in. As a result, we produced an Armed Force rich in its diversity and the very, very best in the world, a reflection of what all of America should look like. So we have to keep it up. We have to commit ourselves. There is no alternative.

When one black man graduates, at the same time, 100 black men are going to jail. We still need Affirmative Action.

When half of all African American men between the ages of 24 and 35 years of age are without full-time employment, we still need Affirmative Action. When half of all black children live in poverty, we need Affirmative Action as well as quality education systems and a thriving economy to produce the good jobs, the good jobs that free enterprise and capitalism can produce, the jobs that at the end of day are the only solution to the problems we face.

Some people will say that Affirmative Action stigmatizes the recipients. Nonsense. Affirmative Action provides access for the qualified. And for anybody who feels stigmatized, go get A's instead of C's. Knock them dead. And then—I tell the story in my book about when I was a young Lieutenant and one of my commanding officers back then in the late '50s came up to me and said, "Powell, you're doing great. You're one of the best black Lieutenants I've ever known." And I just said, "Thank you, sir." And I said to myself silently, "That ain't going to be good enough. You may have a stereotype of me, but I intend to be the best Lieutenant you ever saw." And I will—for the way to handle stereotypes and stigmatism is to let it be somebody else's problem. You just perform and do your very, very best.

Because you see, the Army put me in an environment where I could be a winner, and I wanted to be a winner. Beautiful graduates before me this morning are all winners. You have benefited from the sacrifices of those who went before you. You have worked hard. And today, you receive your reward. You are filled by the love and by the dreams of your parents and families. You are nourished by the education you have received from the dedicated teachers here present who have given you the priceless gift of learning.

We expect you to go forth and prosper and contribute to the economic growth of this nation. We expect you to lead a life of service to your community and to serve those who have not had the advantages that you have. You are people of accomplishment. You are now role models. Each of you must find a way to reach down and back to help someone in need, someone in pain, someone who wonders if anybody cares, somebody who wonders if the American dream is still there for them.

In order to have a complete life, make sure you share your time, your talent, and your treasure with these who are less fortunate. We expect you to raise strong families. We expect you to raise children who are inspired to do even better than you are. Marry well, and marry for life. Be parents of value. Teach your children the difference between right and wrong. Teach your children the place of God in their lives.

Teach your children the value of hard work and education. Teach them to love. Teach them to be tolerant. Teach them to be proud of their heritage, their color. And teach them to respect their fellow citizens who may look different but who are not different.

Teach them to respect themselves, to believe in themselves. Teach them, above all, to believe in America as you must believe in America. America, a noisy, noisy country, the noise has a name. It's called "democracy." Democracy as we argue with each other to find the correct way forward. America, a wonderful place. A place with problems, problems that are now yours to solve and not just to curse, because we are a good people. We want to do the right thing. We must have faith in ourselves. We are, as Lincoln put it, "The last, best hope of earth."

I am so proud of you today, so very, very proud. Go forth now to make this a better

land. Go forth to find your destiny. Go forth to find happiness. Go forth on your American journey. Go forth with my congratulations and with God's blessings. Have a great life. Thank you.●

#### NOMINATION OF NINA GERSHON

● Mr. MOYNIHAN. Mr. President, yesterday, by unanimous consent the Senate confirmed the nomination of Magistrate Judge Nina Gershon for the position of U.S. District Judge for the Eastern District of New York. I recommended Judge Gershon to President Clinton on July 11, 1995 and the President nominated her on October 18, 1995.

The Senate has confirmed a judge of impeccable credentials. She has been a magistrate court judge since 1976 and was chosen chief U.S. magistrate judge for the Southern District in January of 1992. Indeed, Judge Gershon has the distinction of being the first chief magistrate judge for the Southern District. Nina Gershon has shown herself to be an extremely able and well-respected magistrate. And I am confident that she will serve the Eastern District of New York with equal dedication.

Throughout the nomination process she has had bipartisan support and I thank the leaders for bringing her nomination forward.●

#### RENEWABLE TECHNOLOGIES RESEARCH AND DEVELOPMENT

Mr. AKAKA. Mr. President, I want to express my support of Jeffords-Roth-Leahy renewable energy amendment. This amendment will restore funding for the Department of Energy solar and renewable energy research and development program to the amount appropriated in fiscal year 1996.

I want to thank Senator JEFFORDS for offering this amendment because I believe that our country's renewable energy program is at an important watershed. With support from Congress and the Federal Government, our Nation can forge ahead in developing reliable and cost-effective renewable technologies. We can also position our renewable energy industry to capture its share of the rapidly expanding market of solar and other renewable technologies. And, we can expand power generation capacity in an environmentally responsible manner.

In recent years, energy efficiency and renewable energy programs have been remarkably successful and have created a new industry capable of world leadership in a very important technology sector. Energy efficient technologies are generating billions of dollars of consumer energy savings and new business opportunities and play an important role in job creation, according to a study by energy expert Daniel Yergin. If we retreat from this promising growth industry, as we did throughout the decade of 1980s, our international competitors will quickly carve up a market that will exceed a billion dollars by the turn of the century.